



DEPARTMENT OF THE ARMY
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UNITED STATES ARMY STUDENT DETACHMENT
VICTORY SUPPORT BATTALION
4340 MAGRUDER AVENUE
FORT JACKSON, SC 29207

ATZJ-VSB-SD

26 OCT 06

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: **Policy Letter #19** - Prevention of Sexual Harassment (POSH)

1. References:

- a. AR 690-12, Equal Employment Opportunity and Affirmative Action
- b. AR 690-600, Equal Employment Opportunity Discrimination Complaints
- c. AR 600-20, Army Command Policy.

2. The policy of the U.S. Army Student Detachment is that sexual harassment is unacceptable and will not be condoned or tolerated. USASD has zero tolerance for sexual harassment in the workplace.

3. By law, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature which is used as a basis for career or employment decisions or when it results in a working environment that is hostile, offensive or intimidating, or so negative that it affects a Soldier or employee's ability to do his or her job. Individuals engaging in or conducting sexual harassment will be disciplined under the Uniform Code of Military Justice (UCMJ).

4. Supervisors and leaders who condone or use sexual behavior to control, influence, or affect the career, pay, or job of an employee, is engaging in sexual harassment. Similarly, a supervisor, co-worker, or customer who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment. Complaints of sexual harassment are to be reported immediately.

5. Soldiers and civilians who have been sexually harassed have an obligation to make it clear that such behavior is unwelcome and offensive. This Command expects the commitment of each individual to establish and maintain a work environment free of sexual harassment for all personnel, whether civilian or military. Everyone must do what is right legally and morally – every day.

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6. Proactive efforts are needed to prevent sexual harassment. In accordance with Army regulations and policy, all permanent party will attend and successfully complete required training in POSH. It is the responsibility of all leaders, military and civilian, to examine allegations of sexual harassment and take necessary action to ensure that these matters are addressed swiftly, fairly, and effectively.

7. The commitment of all USASD military and civilians to prevent sexual harassment and all forms of sexual discrimination will ensure that this Command maintains the highest level of professional behavior and courtesy that marks USASD's commitment to excellence.


GINA M. FERGUSON
CPT, SC
Commanding